

**Memorandum of the Meeting  
Regular Study Session/Meeting  
Twenty-Sixth Town Council of Highland  
Monday, February 02, 2009**

The regular session of the Twenty-Sixth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the plenary meeting chambers on **Monday, February 02, 2009** at the regular time 7:00 o'clock p.m. Own Board of Metropolitan Police Commissioners was present.

**Silent Roll Call:** Councilors Bernie Zemen, Konnie Kuiper, Brian Novak and Dan Vassar were present. Councilor Herak was delayed owing to work travel arriving at 7:45 o'clock p.m. The Clerk-Treasurer Michael W. Griffin was present to memorialize the proceedings. A quorum was attained.

**General Substance of Matters Discussed**

1. The Town Council and clerk-treasurer discussed briefly a letter received from Historical Society requesting a meeting regarding its museum being preserved in light of possible reconstruction of Lincoln Center. It was noted that the group could meet with the Council at its study session in two weeks.
2. The Town Council discussed the current status of appointments to the Community Events Commission. The discussion just reviewed members who were not seeking reappointment such as *Doreen Kitchell* and *Shiela Wadkins*. The Town Council noted the other persons who wished to be retained. There was no further discussion.
3. The Town Council discussed and arranged by priority the projects to be submitted to Congressman Visclosky's office for his consideration in Federal appropriations. The Town Council did prioritize the several projects as developed by department heads.
4. The Town Council discussed the possibility of providing for the hire of a 42<sup>nd</sup> police officer. It was noted that the 42<sup>nd</sup> officer was excluded from the FY 2009 budget in an effort to balance it. It was further noted that income was fixed. In order to provide for this either reductions in departments of the Corporation General Fund would be necessary or authorizing a new revenue source. Further it was noted that even with new funding, providing for an additional appropriation in the General Fund would be delayed by the DLGF review, which is delayed owing to an anticipated delay in an adopted budget order for FY 2009 as was the case last year. In FY 2008 the final budget order was not issued until October, and additional appropriations were not approved until December of 2008. It was discussed that it may be easier to have this objective be met in the budget process for FY 2010, noting that the funding would necessarily be taken from other property tax supported funds.
5. The Town Council and the Clerk-Treasurer discussed the ways and means of financing the purchase of the house and property at 3309 Ridge Road, Highland. It was noted that at the meeting of 26 January 2009 the Town Council authorized the purchase subject to financing. It was determined that the Town Council President and the Clerk-Treasurer could meet to discuss the financing method.
6. The Town Council discussed again the issue of providing either by group insurance or by other means the desirability of offer a special benefit to support services to deal with infertility medical services. It was discussed whether or not the benefit if granted would be a one time consideration or be from year to year. It was noted that the Insurance Broker recommended that adding the cost to the Town's premium would not be cost effective. He

instead recommended that if the policy was desired, it should be to allow reimbursement for expenses related to the infertility medical services up to cap between \$5,000 - \$8,000. It was further noted that it is supposed that there are perhaps four members in the workforce that may seek to use the benefit.

7. The Town Council discussed the request posed by the North Township Trustee to join with the East Chicago City Council and pass a sense of the Town Council Resolution opposing the elimination of Township government. A sample of the East Chicago resolution was provided by the Township through Councilor Zemen for the Council's review. The discussion included considering the merits of township government. It was suggested to delay final consideration to see if other units may make similar if any steps to pass a similar resolution.
8. The Town Council discussed the request from the TIMES to advertise under community level sponsorships for a special insert on Northwest Indiana being planned by it for publication. The Town Council seemed included to decline at this time.
9. The Town Council discussed the prospect of a retroactive salary increase for the Electrical Inspector. The discussion included acknowledging there were no ways and means for increasing the pay without resort to cutting existing budget. The discussion included the consideration of reducing pay for the Code Enforcement Officer and adding this to the Electrical Inspector. The discussion included not rejecting the trade of pay and instead discuss with the Department Head (Building Commissioner) to find appropriate ways to finance an increase. The discussion included resistance to making any increase retroactive.

Councilor Novak departed at this time in order to celebrate his wife's birthday.

10. The Town Council discussed the status of the proposed Lincoln Community Center retrofit and reconstruction, and the concerns that the Town Council members have about the adequacy of security or residency/non-residency rules enforcement, evening staffing at the center, and adequacy of building care. The discussion included the desirability of setting forth these and other specific concerns of the Town Council. It was noted that some on the town council expressed the desire to with hold approval of the financing for Lincoln Community Center retrofit and reconstruction project in consequence of the concerns expressed herein. The discussion included the competing merits of limiting free programming to Highland residents only. The discussion included the exception for persons who are walking in the Fieldhouse. The discussion also included using the existing VIPS or establishing a "park VIPS" for the security concerns. The Town Council President indicated that he would prepare a list and reduce it to writing of the concerns just discussed for review by the Park and Recreation Board.
11. The Town Council discussed the possibility of encouraging departments to create a "wall of fame" that would somehow celebrate workers based upon tenure as a way to provide affirmation of the workforce and show appreciation. The Town Council discussed the prospect of an employee survey. It was noted that Councilor Novak had developed a draft and it could be shared with the Town Council. It would be later tendered to Councilor Herak who would ask his company's Human Resource director to review it.
12. The Town Council discussed the desirability of providing a periodic newsletter or informational flyer to communicate to the public information it may not otherwise be made aware of through free or news media. The discussion included the desire to conduct interviews with persons who may be able to produce a newsletter for the Town Council. The interviews could be perhaps at the next full study session of February 16.

The discussion included the merits of obtaining a reverse 911 system to alert residents about matters during emergencies. The discussion included the possibility that there may be a statutory basis (it was unclear whether this was Federal or State) for being able to adopt a fee to be added to phone bills to support the cost of such a service. Councilor Herak indicated that he would try to provide more information.

There being no further interviews or business to come before the Town Council, the regular study session of the Town Council, **of Monday, February 02, 2009**, was adjourned 9:20 o'clock p.m.

Michael W. Griffin, IAMC/MMC/CPFA  
Clerk-Treasurer